Y Lemopoulos

Minutes of the

Meeting of the Executive Committee

of the

World Council of Churches

18 - 20 August 1992

meeting held at the
Ecumenical Institute Bossey, Switzerland

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

Ecumenical Institute, Bossey, Switzerland

18 - 20 August 1992

1. OPENING ACTIONS

A. Worship

Morning worship, which took place in the chapel at Bossey, was planned by a staff group under the leadership of Rev. John Pobee.

B. Call to Order and Welcome

The Moderator called the meeting to order at 9.00 hrs on Tuesday 18 August. He welcomed members of the Committee and expressed thanks to the staff of the Ecumenical Institute for their hospitality.

He pointed out that, as agreed at the last meeting in Santiago de Chile, no meeting of the Programme Sub-committee was envisaged this time; programme matters would be discussed in plenary. In the light of this experience a decision would be made about whether or not this Sub-committee would meet in the future.

C. Roll Call and Seating of Substitute

The General Secretary called the roll of those present, noting some apologies for absence (Appendix I). It was **agreed** that Dr Georges Tsetsis be seated as substitute for His All Holiness Patriarch Bartholomeos, pending a decision by Central Committee regarding his proposed replacement on a permanent basis.

D. Adoption of Agenda

The agenda and timetable were adopted as presented.

E. Minutes of previous Meeting

The minutes of the meeting held in Santiago de Chile in March 1992 were **approved** as circulated.

It was noted that the document on Staffing Procedures approved in Santiago had not been included in the Minutes. As this would be shared with Central Committee at its forthcoming meeting, it would be included as an appendix to the minutes of the Central Committee.

2. REPORT OF THE GENERAL SECRETARY

Dr Castro began his report by informing members of the Executive that detailed activity reports had been prepared by the Units and Offices and sent to members of Central Committee. He would limit himself therefore to highlighting a few items of particular note.

a) **Uniatism:** A full report of the recent consultation was being shared with Central Committee and a draft paper had been prepared for discussion by the Committee on the General Secretariat. The situation is painful and our concern is to express solidarity and help heal the rift. He confirmed that this issue is not seen only as a bilateral one but is of ecumenical concern.

b) **Relations with the Roman Catholic Church (RCC):** Dr Castro referred to the recently published letter by Cardinal Ratzinger on "Some Aspects of the Church understood as Communion" which was the subject of much discussion. A fundamental question is the status of this paper, since it is the first time the Congregation for the Doctrine of the Faith has spoken on this subject.

c) **The Archbishop of Canterbury** visited the Ecumenical Centre in May. A change in the understanding of this office may be noted, with the Archbishop being seen rather as a servant of the Anglican Communion than simply as head of the Church of England. The Archbishop had had a number of meetings with staff, and used his visit to inform himself more widely about the Council's activities.

d) **Islam:** Dr Castro referred to the growing conflicts with Islam in certain areas. It is important for us to relate to Islam and to help our churches understand the issues, so that they may contribute to preventing the increase of warring encounters.

e) We continue to monitor the situation in the former **Yugoslavia**, keeping in touch with our member churches there as well as with Jewish and Muslim groups. It is hoped to organise a Round Table of all religious bodies in the coming months.

f) Internally, the **new structure** is functioning. The Commission meetings at Evian in May facilitated interaction among and within the Units, and there are signs of growing together.

g) The US Office has begun a joint initiative with the NCCCUSA, designated as the **Ecumenical Development Initiative (EDI)**. The General Secretary introduced Dr Pennybacker (WCC US Office) and the Rev. Joan Campbell (NCCCUSA General Secretary) who had been invited to attend this meeting of the Executive Committee as guests.

Dr Pennybacker reported on plans, noting that in recent months he had been doing some preliminary work in preparing the ground for this initiative. As from 1 August he would be in a half-time staff position, with support from Dr John Lindner, who has been made available by the Presbyterian Church USA from 1 January 1993.

The objectives of EDI are to seek new and significant income for ecumenical ministries through the WCC and the NCCC from major church-related donors, focusing in the first place on a number of families and individuals. In the long-term, EDI seeks to develop an identifiable and dependable constituency through the churches for ecumenical ministry, with a stable fiscal base.

An advisory committee has been established including pastors of several major congregations, church leaders, and some deeply committed lay men and women. These are beginning to identify prospective donors and will participate with staff in developing strategies of access and solicitation.

Dr Pennybacker expressed appreciation for the opportunity to work together with Dr Campbell and with the WCC on this initiative, and assured members of the Executive Committee of his commitment to this joint endeavour.

DISCUSSION

a) **RCC Relations:** Metropolitan Kirill referred to Cardinal Ratzinger's letter which he saw as a historically important document concerning us all, since it is an expression of a new attitude to the ecumenical reality and to non-Catholic churches. He was particularly concerned about the expansion of the Roman Catholic Church on the "canonical territory" of the Orthodox churches. Yet Vatican II had addressed the Orthodox as "sister churches". If this were so, why would they create structures which undermine the existence of the Orthodox? The answer found in the Ratzinger document is simply that they no longer see the Orthodox as sister churches.

In another vein, a document published by the Commission Pro Russia instructing RC priests and monks on how they should act in Russia and other countries of the CIS is welcomed. But its phraseology is not compatible with the Ratzinger document and demonstrates that our contacts with the RCC are always with two different groups of people - those who take part in negotiations and those whom we meet in our daily lives.

Metropolitan Kirill urged the WCC to respond clearly to Cardinal Ratzinger's letter and to make a careful theological analysis of the text.

Prof. Aagaard reminded the Committee that churches are more than their top leadership - there are people all over the world, both clergy and lay, who are struggling to make real the ecclesiology of Vatican II. We must keep a clear perspective.

The Moderator spoke of the note of wariness that currently characterises our relationship with the RCC. There are three levels of concern: the international level; the problems concerning the Uniate churches, and the local level. We must review the agenda of the JWG so that these questions can be raised and dealt with courageously.

The General Secretary agreed that there are many good things happening in the RCC at local level, but affirmed that the Council does also have friends in the RCC who are equally concerned about the present situation. He counselled caution in responding to Cardinal Ratzinger's letter; it is a matter of giving it sufficient importance but not too much.

b) With regard to growing conflicts in **Islamic areas,** the Moderator pointed out that, in looking at the root causes of many current conflicts, we find that they are not religious but of an ethnic, social and cultural nature.

3. PRELIMINARY REPORT OF THE FINANCE COMMITTEE MODERATOR AND PRESENTATION OF FINANCIAL MATTERS

Ms Rantakari gave a brief introduction, noting that the Council's immediate financial problems seemed to be under control. In the long term, however, we have not yet reached the financial equilibrium called for by the Cambridge Associates. Savings in staff and costs have been considerable over the past period, and any further cuts would be detrimental to the programmatic work of the Council. With undesignated income continuing to decrease in real terms, it is clear that we now have to concentrate on income development. As always, we must strive to hold together the programmatic planning over against the financial needs, and she hoped that the close cooperation achieved so far would continue.

a) 1991 Financial Report

Mr Pettingell (Comptroller) presented the Financial Report, which would be shared with members of Central Committee and with member churches. Mr Davies pointed out that this was the last report to be based on the old structure. It was also an attempt to present the accounts more clearly and to give a true reflection of the Council's overall financial situation.

b) 1993 Budget

The Executive was reminded that in March the Finance Sub-committee had presented a preliminary budget for 1993 showing an anticipated deficit of SFr 1.345 million. Staff were asked to revise the budget, seek additional revenue, and bring back a balanced budget to the Executive in August. Mr Pettingell duly presented the revised budget which, although not yet balanced, shows a reduced shortfall of SFr 0.458 million.

In explaining the shortfall, Mr Davies said that **expenditure** had been severely reduced and any further cuts in staff or reduction in expenditure would be detrimental to programmes. Based on past experience, it can be said that anticipated expenditure does not always reach the budget level because of unexpected vacancies in budgeted staff positions and planned programme activities that were not after all carried out.

The main element in the shortfall is the shortage of **income**, mainly because a number of former contributors are no longer able to maintain the same level of giving, or cannot increase beyond 1992 levels, and this results in a reduction in real terms. From an accounting point of view, we can only include in the budget income which is definitely pledged, but in fact the Council does receive a certain amount of income that cannot be anticipated in advance.

It is the opinion of the Finance Sub-committee that the WCC must be self-supporting and not continue to rely on fund balances which have been used in the past to help balance sub-unit budgets. Mr Davies noted that we do still have fund balances and suggested that these be looked at to see where we can be more flexible in using these in order to establish financial equilibrium.

Although the revised budget for 1993 is not "balanced" in the sense required by the Finance Sub-committee, there is every expectation that, in practice, there will not be a shortfall at the end of the year; there are fund balances from which a shortfall could be taken if such occurred, and there is opportunity to adjust the budget in March 1993. The staff therefore hoped that the Finance Sub-committee and the Executive Committee would approve the revised budget for 1993.

In view of the decision to discuss programme and finance issues in plenary, Ms Rantakari asked the Unit Conveners to comment on the 1993 budget and its implications for their work:

Fr Bria spoke of the financial history of Unit I and the different streams which it comprises. The search for priorities included the need to find new sources of income.

Mr Duraisingh pointed out that only 15% of the operating budget is allocated to programmes. In Unit II it has only been possible to provide a balanced budget because a number of staff positions will remain vacant during 1993.

Mr Oh Jae Shik referred to the allocation of undesignated income; there are a number of historical agreements with certain donors for the support of specific programmes and these have to be worked out in new ways due to the structural changes. The fact that there are too few staff to implement programmes affects income sources, but to generate more income requires more staff.

Mr Poser said that Unit IV had reached the minimum level at which it can work. He felt that it was now necessary to consider new ways of arranging resources, not only seeing member church contributions on a long term basis but finding sources that are prepared to be involved in shorter term programmes.

Concluding, Ms Rantakari spoke of the need for units to become self-supporting. There was much to be done in approaching donors, communicating to them our new way of doing things; this all required a careful process in which we must be sensitive and

willing to cooperate and work together. The clear message from the donors' meeting was that they would not support us unless they were clear on what exactly the Council was prepared to do.

In discussion it was clear that a policy decision must be made by the Executive in due time with regard to the allocation of undesignated income (UDI). Prof. Aagaard felt that until the Executive has a clear idea of what the total budget of the Council is - including the various trust funds - no serious discussion could take place on the subject. She welcomed the idea that units should be self-supporting, and wondered whether designated funds might be sought for the General Secretariat, governing bodies, etc.?

The Moderator noted that the Council has been engaged in the process of prioritising since Canberra - a necessary exercise; however, he felt that it does put more pressure on the staff and affects the efficiency of the Council's work. He suggested that there be a three-sided dialogue - between finance, the priorities of the Council and the priorities of the churches, since our task is to be responsive to the needs of the churches.

c) The General Secretary introduced the subject of **staff compensation.** Following the Executive Committee's request in March 1993 that "the Staffing and Nominations and Finance Sub-committees undertake a review of the policy regarding cost of living adjustments and step increases in the light of the financial situation, and to report its conclusions..", a staff group had been asked to consider the situation. It had recommended: i) that the current procedures regarding "cost of living increases" remain in force; ii) that a new salary scale be introduced, the present one having been recommended by outside consultants and now requiring updating.

The Executive felt that the whole salary policy should be reconsidered at a later meeting, when further information was available.

d) Income Development Strategy:

Mr Davies introduced a paper on this subject, indicating the various steps taken since the WCC recognised in September 1990 that it was facing a period of declining resources. The final report of the Cambridge Associates concludes with an estimation that, even to maintain the 'viable' (270) level of staff and a commensurate level of activity as foreseen at the end of 1992, income must be increased by 2.2% in real terms (i.e. over the rate of inflation) in each of the next five years. A number of recommendations were made by the Assembly Finance Committee in Canberra; reports were submitted to this Executive in July and September 1991, and a report of a Consultation of Donor Churches and Agencies also offered a number of relevant suggestions.

The paper had been prepared for members of Central Committee and included a number of recommendations for action. Mr Davies hoped that Central Committee members would provide active support,

particularly in view of the fact that about one-third of member churches make no financial contribution to the Council, yet this undesignated income is relied upon to support many of the basic activities of the Council. How can these churches be encouraged to contribute in some way as an act of solidarity with the Council, even though it is acknowledged that some churches have difficulties with exchange control or other problems?

This proposed fund-raising strategy would be coordinated by the Office for Income Coordination and Development (OICD), in cooperation with the Office for Church and Ecumenical Relations (OCER).

In discussion, Prof. Aagaard stressed the importance of communicating the image of the WCC and making our programmes attractive to potential donors. Dr Tolen asked whether any survey had been conducted to see how many of the documents sent to the churches are in fact read. How can we be sure that the material reaches those who will read it and use it? Yet he acknowledged that bodies at all levels face a similar problem.

Bishop Okullu was of the opinion that many churches join the WCC simply in order to obtain help in financing their own projects, or to gain some kind of recognition at international level.

The Moderator noted that although we stress the importance of relationships with the churches, many of our member churches do not know the WCC as a whole but are only aware of a small section of its work, be it inter-church aid, faith and order, or mission-related activities. The need to communicate what the Council is about becomes ever more important and must remain on our agenda for further discussion.

e) Office for Income Coordination and Development (OICD)

Ms Béguin-Austin presented a detailed report on the work of OICD in recent months. She explained some of the reasons that are causing many churches and other major donors to reduce their financial support to the WCC.

A Donors' Consultation was held in November 1991 which provided opportunity for frank exchange on financial needs. Concerns were expressed about the Council's capacity to set priorities and sharply define programmes to engage donor interest, as well as the quality and timeliness of reporting. A number of traditional donors in Europe are themselves in process of transition or making changes in strategy.

Apart from the Ecumenical Development Initiative (EDI) in the US (described on pp. 2-3 of these minutes), a number of other such initiatives are being undertaken in other parts of the world, including Northeast Asia and the Mediterranean area (Cyprus, Egypt, Greece, Lebanon, Turkey).

With reference to "non-church donors", Ms Béguin-Austin explained that the Council has a traditional relationship with SIDA, Sweden,

through the member churches in the country. A major transition is taking place at present as SIDA is terminating its direct contractual arrangements with overseas organisations. The Moderator having expressed the view that such relationships are of a delicate nature, the General Secretary proposed that the criteria established with regard to non-church donors be shared with members of the Executive at the next meeting.

f) Special Funding

Mr Rath drew attention to the increased askings for both the Faith and Order World Conference and for the Ecumenical Global Gathering of Youth and Students (EGGYS), both of which were to take place in 1993. These requests would be discussed by the Finance Sub-committee and recommendations brought to the Executive at a later session.

4. CHANGE IN RULES AND REVISION OF BYLAWS OF UNITS

The General Secretary drew attention to two documents requiring action by the Central Committee: the first involved an editorial adjustment in the Rules in order to bring the language in line with the new structure.

The second proposed that a small committee be appointed to work on proposals for a revision of the Bylaws of the Programme Units. At the 1994 meeting of Central Committee, these would be shared with the respective Unit Committees which are responsible for making the necessary recommendations for action by Central Committee.

5. PUBLIC ISSUES

Mr Harper introduced background notes on a number of critical and significant issues that were being proposed for possible action by Central Committee, as follows:

A. South Africa
B. Europe 1992
C. Resurgent Racism, Ethnocentrism and Nationality Conflicts
D. Draft statement on Racism in Europe
E. On-going actions taken by the WCC in the field of international affairs since the CC meeting in September 1991.

A. South Africa

Mr Pityana highlighted a number of points, noting in particular the coordination of an international ecumenical monitoring programme in South Africa. Special funds are being raised for this task from interested bodies.

Ms Gcabashe reported on the continuing violence taking place in the country, and the fact that the government has its own agents infiltrating bodies like the ANC in order to organise

assassinations. It is becoming clear that Inkatha is involved together with the government, and this should be brought into the open. She welcomed the proposal for a monitoring group which could help show the world that the government had no intention of allowing democracy to take place in the country and that violence is part of the plan to delay the process of democratisation.

Bishop Gomez informed the Committee of the way news on South Africa is presented by the US media (the only news available to those in the Caribbean): the South African government is portrayed as liberal-minded, working towards change, while the black party is seen as unwilling to be reasonable. He hoped the monitoring group could provide ways of counteracting this type of misinformation.

B. Europe 1992

Ms Salter spoke with regard to proposed action by the Central Committee. She stressed the significance of the year 1992 for Europe as well as for the countries of Latin America and the Caribbean. The importance of movement towards greater political and social integration within the European Community itself, for the wider Europe and for other continents, should not be underestimated by the churches. The changes taking place call for a response from Christians within the world-wide community.

C. Resurgent Racism, Ethnocentrism and Nationality Conflicts

Mr Harper pointed out the threats posed to society by the global explosion of conflicts arising from racial, ethnic and national tensions. Some of these attract wide media attention while others do not, but all such conflicts have wrought terrible destruction upon all parties concerned. Some conflicts, like the present one in Bosnia-Herzegovina, have reached proportions which pose threats to international peace and security.

How can the churches and the ecumenical movement take action in such situations? New international instruments may have to be created for the protection of minorities. Central Committee may well wish to make a statement or take other appropriate action on this issue.

D. Racism in Europe

Mr Pityana spoke of the increasing instances of racism in Europe. Ecumenical agencies are cooperating to try and address more specific ways in which the churches can be engaged in action, and to encourage new thinking in Europe. How can the churches become more seriously engaged, especially regarding the rights of migrants and refugees?

In discussion, Dr Kaessmann wondered whether Central Committee would wish to act on two issues relating to Europe when only four actions are proposed altogether.

H.H. Pope Shenouda urged that the churches take some action with regard to Somalia where more and more people are dying from starvation. He referred to reactions in Muslim countries with regard to the conflict in the former Yugoslavia and asked why the churches appear to remain silent.

Dr Tolen referred also to the religious aspect of this conflict. Bishop Zacharias noted the importance in the Asian context of recognising that we must live and witness in a world of many faiths, as seen in the increasing conflicts between Muslims and Hindus in India.

The Executive Committee decided to recommend to Central Committee that it take action on four issues: South Africa, Europe 1992, Yugoslavia, and Somalia.

6. PREPARATIONS FOR CENTRAL COMMITTEE

A. The General Secretary presented the **proposed timetable and programme** for the Central Committee meeting. The Executive **agreed** that it be submitted to Central Committee for approval.

B. Moderator's Report: The Moderator gave a brief outline of his report entitled "Growing Together Towards a Full Koinonia", explaining his reasons for choosing this theme. His intention was to identify the ecclesiological and ecumenical implications of Koinonia for some of the major aspects and dimensions of the life and work of the World Council at this point in our ecumenical fellowship. In the course of his text, he would look at Koinonia from different perspectives and contexts: Koinonia as the true Nature of the Church; Koinonia as an appropriate Model of the Unity we seek; Koinonia as a Framework of the Unity of Humankind; Koinonia as the context for the Common Understanding of the Nature of the WCC.

The General Secretary explained that traditionally the Moderator reports on the work of the Executive Committee, which is why it comes to the Committee for comment. Secondly, it has been used as an opportunity to report on the life of the Council with some theological base. Now the Moderator has taken a specific theological theme and developed it.

This gave rise to some discussion. Members welcomed this substantial theological presentation, but did not see it as a report of their work over the past year, since the Executive had as yet had no opportunity for theological discussion. Bishop Okullu pointed out that strictly speaking this was not a 'report' but a fine theological debate about what Koinonia is.

Prof. Aagaard asked that some time be provided at the next meeting for a discussion as an Executive Committee on some of the theological issues we talk about, especially in view of the forthcoming Faith and Order World Conference and the current debate on the Common Understanding of the WCC.

The Moderator felt that activities cannot be separated from the theological aspects of our work. He was attempting to identify one of the major emerging concerns in the overall activities of the Council.

Metropolitan Daniel spoke of the two aspects of the WCC and the need to maintain the vision of the Council as institution and as Koinonia. He felt that the General Secretary's task should be to present the image of the Council in institutional terms: what the Council as an institution requires from the churches. He would expect the Moderator to say what the churches are requiring from the WCC as an institution. These two would be complementary, each completing the other. There are important theological points to be discussed here with regard to Koinonia and unity. A discussion in the Executive would help for example in responding to Cardinal Ratzinger's letter.

7. WCC SPECIAL FUND TO COMBAT RACISM: GRANTS 1992

In a closed session, Mr Pityana presented the list of grants proposed for approval by the Executive Committee for 1992.

The Special Fund has been reshaped and efforts have been made to respond to the concerns of the Executive which had questioned why grants were given to some groups more than once, and why there was an over-preponderance of groups in the US and Europe. The screening group in facing this problem had found that there were only a few applications from those parts of the world where there is a strong desire to symbolise the work of the WCC. As fewer applications than hoped for had been received from indigenous peoples, the screening group wished to ask the Executive to set aside $20,000 to be disbursed to Latin American Indian groups in November at the discretion of the General Secretary.

Secondly, with regard to South Africa, the tradition has been that 50% of everything received went to liberation movements and anti-apartheid groups world-wide. Now there is a new thrust: to decrease this amount to 35%, and also to signify a different way of engaging in South Africa following the General Secretary's visit in October 1991. Emphasis would now be given to work in the struggle for liberation designed to permit reconciliation and counter the violence prevalent in South Africa. Instead of limiting grants to recognised groups, the screening group would now consider requests from any group that has the support of the churches and is engaged in the struggle for transformation in South Africa.

The majority of the grants proposed for 1992 are for the needs of indigenous peoples, and for the needs of women under racism ($152,500), while an amount of $53,000 is proposed for other situations of racial and ethnic conflict through support groups and those engaged in fighting against apartheid.

Mr Pityana expressed thanks to members of the Executive Committee for their support and encouragment in the relaunching of the

Special Fund earlier in 1992. Material was widely distributed to enable people to learn about the directions to be taken by the Special Fund in the years ahead.

In response to a question about assistance to Dalit groups in India, the General Secretary pointed out that the Special Fund is only one of the Council's instruments for addressing racial injustice, and we are fully engaged in work with Dalits in other ways. Mr Pityana added that one of the matters of concern is that only a few applications are coming in from some of the groups we would like to engage with. This is the reason for the request that some money be set aside so that we can respond to eventual applications.

The Executive Committee voted to **approve** the list of grants proposed for 1992 amounting to US$ 205,000 (Appendix III), and **agreed** that an additional amount of $20,000 be set aside for disbursement to Latin American Indian Groups later in the year at the discretion of the General Secretary. The list of grants would remain confidential until the end of October in order that members of Central Committee and the member churches may be informed prior to the public announcement of the grants.

Special thanks were expressed to Mr Pityana for his work as Director of the Programme to Combat Racism over the past four years, and more recently in Ecumenical Action on Racism of the Programme Unit on Justice Peace and Creation. Members of the Committee wished him well as he returns to South Africa.

8. PROGRAMME MATTERS

A. Invitations and Dates for Future Meetings

Thanks were expressed for a number of invitations received to hold meetings of both the Executive and the Central Committee outside Geneva. The following dates and venues were **agreed**:

1993	18-22 March	Geneva	Executive Committee
	16-20 September	Sweden	Executive Committee
1994	15-17 February	S.Africa	Executive Committee
	18-26 February	S.Africa	Central Committee
	13-17 September	Romania	Executive Committee
1995	2nd wk February	Geneva	Executive Committee
	September	USA	Executive Committee
	September	USA	Central Committee

Other invitations and exact dates for meetings from 1995 onwards are yet to be confirmed. Invitations to the Executive include: Finland, Canada, Scotland and Germany.

B. Update on Faith and Order World Conference

Dr Gassmann reported on the present situation with regard to the preparations for the Conference - the theme and content, and logistics. In response to a question about Roman Catholic participation, he explained that World Conferences of Faith and Order are open "to all churches which confess Jesus Christ as Lord and Saviour". Thus about 10% of participants will come from non-member churches, including the Roman Catholic Church, but also including Pentecostals, Baptists, etc. The last such World Conference took place in 1961 at a time when Roman Catholics were not officially represented.

Dr Gassmann felt that the presence of Roman Catholics would provide an opportunity to test whether they are able to join us in a common vision of the unity of the church. If they agree with us, that would be an important testimony and help to balance a one-sided position currently being taken by some parts of the RCC.

Ms Rantakari reiterated the request by Prof.Aagaard that time be given in the next Executive for discussion on Koinonia with reference to the working document for the World Conference. Dr Gassmann welcomed the idea of some substantial input from the Executive Committee. Prof. Aagaard asked that thought be given beforehand to such a session so that it could include reference to the debate on the Common Understanding of the WCC and the future of the ecumenical movement. The churches should also be urged to give their reactions to the Faith and Order document.

C. Update on Ecumenical Global Gathering of Youth and Students (EGGYS)

In the absence of Mr Brock (who was recovering from a broken leg), Mr Manuel Quintero reported on the EGGYS process. This is moving ahead well, with national committees established in many parts of the world.

The financial situation however was not good, with fewer contributions being received than were expected. In some countries, youth staff feel there is no possibility of moving forward as long as "resistance" remains part of a general hesitancy to support international ecumenism at this stage. On the other hand, other countries have made generous contributions which reflect a new high in giving to international ecumenical youthwork.

More critical is the lack of enough funds for advancing the Working Groups, which are intended to tackle issues of concern for youth and students and to produce resource materials for the process and the Gathering itself.

Further efforts had been made to cut down expenses - by reducing the number of participants by 10%, and by cutting travel expenses and accommodation costs.

Dr Nababan expressed the conviction that EGGYS would contribute a great deal to the life of the ecumenical movement during the coming years, and offered good wishes to the Youth team in the preparatory process.

D. Towards the Eighth Assembly

Dr Ariarajah summarised the discussion that took place in the previous meeting and said that three basic questions have been framed which the Executive must face at this present meeting, so that a process for discussion and decision by Central Committee in 1994 can be established. The questions were:

1) Do we plan to hold the next assembly in 1998, and do we combine this with the celebration of the 50th anniversary of the founding of the WCC?

2) What recommendations, if any, do we make at this stage on:
   a) the size of the assembly,
   b) assembly site,
   c) pre-assembly events, and the preparation of leadership and delegates.

3) Do we agree to explore different processes for:
   a) selection of delegates and allocation of seats,
   b) the election process?

Ms Rantakari felt that the basic question which must be responded to first is: What is the assembly for? Any group established to look further into the subject must begin by identifying the assembly's objectives, and only then look at the technical side.

In discussion, a number of points emerged:

- The presentation to Central Committee members must give a clear indication of the decisions they are required to act upon at this session, and what is expected of them in 1994;

- Basic decisions on question 1) above must be taken at this meeting; continuing work on the other items must be done in order to make clear proposals for action in 1994;

- It was generally felt that it would be preferable not to appoint another group for this task but to propose that the Executive take the ongoing responsibility; Central Committee could appoint some additional persons if they so wish.

The Executive was in favour of holding the next assembly in 1998 and to combine it with the 50th anniversary celebration; quite how to combine the two events was not clear: there could be a few days of celebration to start with to which many people are invited, followed by the smaller group of delegates meeting to carry out the required administrative and electoral tasks.

At a later session, Ms Best reported on behalf of the Programme Sub-committee which had continued the discussion in order to reach a clear proposal as to how to organise the debate in Central Committee.

It was proposed that the Central Committee plenary begin with an introduction by Dr Ariarajah to the document "Towards the Eighth Assembly" (already studied by the Executive; cf Appendix III of minutes of Santiago, March 1992). Three Executive Committee members would speak on one of the three questions for discussion, followed by plenary discussion. The document would then be referred to the Committee on the General Secretariat which would make recommendations to Central Committee for adoption.

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The various matters discussed were referred to the respective Sub-committees for detailed study and recommendation.

Although it had been agreed that the Programme Sub-committee would not meet but that programme matters be dealt with in plenary, members of the Sub-committee worked together on several items in order to finalise the wording of recommendations for action by Central Committee. Their report appears below.

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9. REPORT OF PROGRAMME SUB-COMMITTEE

A. Ecumenical News Service (ENS)

An update on the situation regarding ENS was shared with members of the Executive Committtee. Plans by the WCC, the Lutheran World Federation (LWF), the World Alliance of Reformed Churches (WARC) and the Conference of European Churches (CEC) to establish an Ecumenical News Service (ENS) in 1993 had been approved by the respective governing bodies in 1990 and 1991.

However, at a meeting of the ENS Advisory Board in July 1992, it became apparent that the income projections did not match the 1992 realities, for two reasons:

- less than one-third of the projected SFr 300,000 has so far been raised;

- the Board was informed by LWF that the Federation could not provide for ENS the funds they presently use for their news and information services in view of the changed financial situation, and therefore they could not guarantee more than about a quarter of the originally budgeted amount of SFr 375,000 that was to be found from other sources.

This means that it is impossible to set up ENS as originally planned. A number of alternatives were discussed by the Board but no feasible proposal had yet been found.

The Sub-committee recommended that, in the light of the present situation, an attempt should be made to explore the extent to which the WCC's longstanding news services, EPS and SOEPI, may be reorganised to meet the goals set out for ENS. If the result is positive, a start should be made as soon as possible - not later than early 1993.

It was hoped that two journalists (whose positions are foreseen in the 1993 budget) might be appointed before the next meeting of the Executive Committee. The Sub-committee further hoped that the Officers could be authorised to make these apppointments and name a small advisory group to begin on 1 January 1993.

Ms Rantakari said that this matter had also been looked at in the Finance Sub-committee. All the partners are committed to start this joint exercise, and it was felt that discussions should be pursued with our partners with a view to continuing the search for the necessary funding.

B. **Clarification regarding Reports of Moderator and General Secretary to the Central Committee**

Since the Executive is reponsible to the Central Committee, it is important for the Moderator's and General Secretary's reports to include some reference to and reflection on events and activities in the life of the Council. The Sub-committee requested that the Moderator and the new General Secretary plan their reports in advance in order to ensure that the two are complementary, bearing in mind the tradition behind such reports.

C. **Place of theological discussion in the Executive Committee**

The Sub-committee stressed the importance of having a period of Bible study and reflection together as an Executive. Although time is always limited, one session at the March meeting should be devoted to preparing a response to the Faith and Order working document for the World Conference. The agenda for subsequent meetings of the Executive should include some provision for theological discussion related to specific programmes or emphases such as Koinonia or the Common Understanding of the Nature of the WCC.

The Sub-committee also noted that there was a time in the past when a keynote address was given at an early session of Central Committee which could be related to theological issues and lead to plenary discussion.

Dr Nababan suggested that the Officers look further at these proposals.

D. Towards a Common Understanding of the nature of the WCC

A progress report on the process was shared with the Executive, indicating that the immediate next step was a consultation on the subject to take place in September 1992. The Sub-committee noted a number of points arising from their discussion, and requested staff to see that these be referred to the consultation.

10. REPORT OF THE STAFFING AND NOMINATIONS SUB-COMMITTEE

In a closed session, Dr Nababan presented the report of the Sub-committee:

A. Applications for Membership

Dr Nababan reported that the Sub-committee had discussed two applications for membership and recommended that the Executive Committee commend these to the Central Committee for approval:

- The Evangelical Lutheran Church in the Republic of Namibia, and
- The United Church of Christ-Congregational in the Marshall Islands (Jarin Rarik Dron).

The Executive Committee **agreed.**

B. Revision of By-Laws of the Programme Units

In order to apply the new structure fully, the existing by-laws of former Units and Sub-units need to be reconsidered. In some cases they are no longer required; in other situations they need to be adapted to the new structure. The Sub-committee recommended that a small committee be appointed to look into this matter; the Executive Committee **agreed** that the following be proposed:

Dr Aaron Tolen (chairperson)
Ms Rose Jarjour
Dr Janice Love
Ms Maryssa Mapanao
Bishop Barry Rogerson
Dr Georges Tsetsis

and, as consultants:
Rev. Walter Arnold
Mr John Briggs
Dr Park, Jong Wha

C. Youth Advisers to Central Committee

Dr Nababan reminded the Executive that in Santiago they had approved six persons as Youth Advisers to the forthcoming Central Committee. Unfortunately not all were able to attend.

A background report had been prepared for the Executive Committee explaining the background to the practice of appointing Youth Advisers. This procedure had been adopted by Central Committee in 1987 to compensate for the fact that most of those members elected as "youth" had already past the age limit of 30.

The Sub-committee recommended, and the Executive Committee **agreed** to receive the report, reiterating that the age limit of 27 be kept for the 1994 and following meetings of Central Committee.

D. Staffing Procedures

Dr Nababan referred to the previous meeting in Santiago when the Executive had approved a paper on Staffing Procedures for staff in Grades 7-10. Two changes in wording were being proposed, and the Sub-committee recommended that these be accepted. The Executive Committee **agreed.**

Ms Kaessmann asked that this document be shared with Central Committee, since it was not only the responsibility of the Executive Committee to deal with staffing procedures. The General Secretary pointed out that the paper should not be seen in terms of rules but rather as a modus operandi.

(The text as amended can be found as an Appendix to the minutes of Central Committee of August 1992.)

E. Membership of Faith and Order Commissions

The Central Committee in September 1991 requested Faith and Order to bring additional names to fill vacancies remaining on the Plenary Commission. At its meeting in April 1992, the Faith and Order Standing Commission, acting as nominations committee for the Plenary Commission, nominated sixteen additional persons. Three additional persons were nominated for membership in the Standing Commission for the reasons indicated.

The Sub-committee recommended that the Executive Committee commend the proposals to Central Committee for acceptance. The Executive Committee **agreed** to the following:

Plenary Commission:

- Metropolitan Bishoy, Coptic Orthodox Church, Egypt
- Ms Olga Ganaba, Eastern Orthodox, CIS
- Sister Dr Donna Geenaert, Roman Catholic Church, Canada
- Rev. Dr T.W. Gladstone, Church of South India
- Ms Najla Kassab, Reformed, Lebanon
- Rev. Dr Abraham Kuruvilla, Mar Thoma Church, India
- Prof. Lars Lindberg, Swedish Covenant (Ref) Church, Sweden
- Rev. Fr M. Mammarella, Roman Catholic Church, Italy
- Prof. Dr Frank J. Matera, Roman Catholic Church, USA
- Rev. Samuel Mwaniki, Presbyterian Church of E.Africa, Kenya
- Rev. James Ndyabahika, Church of the Province of Uganda
- (a woman theologian), Reformed Church of France
- Dr F. Stockmann-Koeckert, EKD: United, Germany
- Ms Alina Szyrynska, Eastern Orthodox, Poland (youth)
- Prof. Gunter Wenz, EKD: Lutheran, Germany
- Ms Cathrin Williams, Presbyterian Church of Wales (youth)

With these nominations, the Commission would total 104 (of a maximum of 120) persons. The remaining 16 places are attributed to the respective churches and regions for additional delegates to the 1993 World Conference on Faith and Order.

Standing Commission:

- Very Rev. Prof. Emmanuel Clapsis, Eastern Orthodox, USA (in place of Metropolitan Bartholomew, now Ecumenical Patriarch
- Rev. Dr Neville Callam, Baptist Union of Jamaica (in the place kept for a Baptist/Caribbean representative)
- Prof. Dr Nicholas Lossky, Eastern Orthodox, France (in place of Rev. Fr Yuri Avvakumov)

F. Unit Committees: Appointment of Vice-Moderators

The General Secretary reminded the Committee that the Central Committee had requested the Executive to appoint Vice-Moderators for the Unit Committees. The Sub-committee recommended and the Executive Committee **agreed** to the following:

Unit I - Ms Nenevi Seddoh, Eglise évangélique, Togo
Unit II - Bishop Ambrosius of Joensuu, Orthodox Church of Finland
Unit III - Bishop Paulo Ayres Mattos, Methodist Church, Brazil
Unit IV - Ms Rosangela Jarjour, National Evangelical Synod of Syria and Lebanon, Cyprus
General Secretariat - Mr Charles Ajalat (Greek Orthodox Patriarchate of Antioch & All the East), USA

G. Rotation of Executive Committee

The General Secretary referred to this complex issue, tabled at last year's Central Committee meeting, which involves reaching a decision as to whether or not the Committee wishes to maintain the Rule requiring rotation of the Executive Committee. He was proposing that Central Committee appoint an ad hoc sub-committee that would be ready to act in the case of two eventualities: if the Rule about rotation is confirmed, this group should prepare a proposal for rotation. In the event of the Rule being eliminated, it would be asked to consider the balances in the present Executive and see how these might be improved, one of the arguments being that this Executive was appointed on the understanding that rotation would help to correct the balances.

Prof. Aagaard expressed the hope that there would not be rotation; she felt the workload of the present Executive was so great that it would take too long for a new group of people to get fully involved in all the issues.

It was noted that the question of rotation would be voted on first, and the ad hoc sub-committee would be asked to do whichever

task was appropriate. Should the appointment of such a group be required, the Sub-committee recommended the following persons:

Dr Ruth Page (chairperson)	- Scotland
Metr. Chrysostomos of Peristerion	- Greece
Prof. Evanilza de Barrios Correa	- Brazil
Prof. George Koshy	- India
Mr Albert Laham	- Lebanon/Switzerland
Ms Nenevi Seddoh	- Togo
Dr Eugene Turner	- USA

The Executive Committee **agreed.**

H. Public Issues Committee for Central Committee

The following names were proposed and **agreed** for recommendation to the Central Committee, for this meeting only:

Dr Aaron Tolen (chairperson)
Ms Cristina Bosenberg
Bishop Leslie Boseto
Ms Virginia Gcabashe
Ms Rosangela Jarjour
Dr Margot Kaessmann
Metropolitan Kirill of Smolensk
Dr Janice Love
Dr Ruth Page
Dr Park Jong-Wha
Prof. John Romanides
plus a representative of the Serbian Orthodox Church

I. STAFFING MATTERS

In a closed session, Dr Nababan presented the Staffing Report. The Sub-committee recommended and the Executive Committee **agreed** to the following actions:

1) **Contract Extensions (Central Committee)**

The Executive Committee recommended that Central Committee authorise the General Secretary to proceed with the following contract extension, the legal obligations of the World Council of Churches to be binding only as from the actual signing by both parties of the corresponding contract extension:

GENERAL SECRETARIAT

Ms Mercy Oduyoye (Ghana, Methodist Church in Nigeria) Deputy General Secretary (Programme Coordination), for one year from 1 September 1993 (will complete 7 years' service)

2) **The Executive Committee requested that the Central Committee authorise** the Executive Committee to fill urgent vacancies (namely Unit Executive Directors - see minutes of Central Committee, Geneva 1991, pages 131/132) that must be filled prior to the next meeting of Central Committee.

3) **The Executive Committee authorised the General Secretary** to proceed with the following appointments and contract extensions, the legal obligations of the World Council of Churches to be binding only as from the actual signing by both parties of the corresponding contracts or contract extensions.

a) **Appointments (Executive Committee)**

UNIT III

Dr Deborah Robinson (USA, Progressive National Baptist Convention Inc.) as Executive Secretary, Racial Justice Issues, for four years from an agreed date;

Mr Clement John (Pakistan, Church of Pakistan [Anglican]) be appointed as Executive Secretary, International Affairs, for four years from an agreed date;

UNIT IV

Ms Salwa Morcos (Egypt, Coptic Orthodox Church [Oriental]) at present Executive Secretary, Women in Rural Development, Unit III, as Executive Secretary for the Middle East for four years from an agreed date;

GENERAL SECRETARIAT

Executive Secretary for Church and Ecumenical Relations - pending.

Personnel Office

Ms Angelica Espinoza (Chile, Roman Catholic) as Associate Director for four years from an agreed date;

b) **Contract Extensions (Executive Committee)**

All contract extensions listed below are for three years unless otherwise stated.

UNIT I

Rev. Dr Thomas Best (USA, Christian Church (Disciples of Christ), Executive Secretary, from 1 January 1994 (will complete 13 years' service)

Fr Francis Frost (UK, Roman Catholic Church), Professor of Theology to the Unit, from 1 November 1993 (will complete 7 years' service)

Rev. Dr Günther Gassmann (Germany, EKD [Lutheran]), Director, Faith & Order, for eight months from 1 January 1994 (will complete 10 years 8 months' service)

Dr Kondothra George (India, Malankara Orthodox Syrian Church), Tutor/Executive Secretary, from 1 July 1993 (will complete 7 years' service)

Rev. Dr Nicolas-Gennadios Limouris (Greece, Ecumenical Patriarchate of Constantinople [Eastern]), Executive Secretary, for six months from 1 July 1993 (will complete 10 years six months' service)

Rev. Ofelia Ortega-Montoya (Cuba, Presbyterian-Reformed Church in Cuba), Tutor/Executive Secretary (Associate Convener Ad Interim) for two years from 1 September 1993 (will complete 10 years' service)

Dr John Pobee (Ghana, Church of the Province of West Africa [Anglican]), Tutor/Executive Secretary, from 1 February 1994 (will complete 13 years' service)

UNIT II

Rev. Dr Christopher Duraisingh (India, Church of South India), Executive Secretary (Convener Ad Interim) for three years from 1 September 1993 (will complete 7 years' service)

Fr Philippe Fanchette (Mauritius, Roman Catholic Church), Executive Secretary for Adult Basic Education, for two years from 1 January 1993 (will complete 7 years' service)

Rev. Gerhard Linn (Germany, EKD [United]), Executive Secretary for Education for/in Mission, for one year from 1 September 1993 (will complete 8 years' service)

Dr Jorge Maldonado (Ecuador, Covenant Church of Ecuador), Executive Secretary, Programme on Family Education, from 1 February 1993 (will complete 7 years' service)

Mr Costandi Mustaklem (Jordan, Greek Orthodox Patriarchate of Jerusalem and All Palestine [Eastern]), Finance Officer, from 1 March 1994 (will complete 7 years' service)

Rev. Clifford Payne (Trinidad and Tobago, Church of God [Anderson, Ind. USA]), Executive Secretary for Education, from 1 October 1992 (will complete 10 years' service)

Dr Erlinda Senturias (Philippines, United Church of Christ in the Philippines), Executive Secretary, Health, from 1 July 1993 (will complete 7 years' service)

Ms Margareta Sköld (Sweden, Church of Sweden), Executive Secretary, Health, from 1 November 1993 (will complete 7 years' service)

UNIT III

Mr Oh Jae Shik (South Korea, Presbyterian Church in the Republic of Korea [PROK]), Executive Secretary (Convener Ad Interim), for two years from 1 June 1993 (will complete 7 years' service)

Mr Israel Batista-Guerra (Cuba, Methodist Church in Cuba), Executive Secretary for Networks Coordination, from 1 February 1994 (will complete 10 years' service)

Mr Peter Brock (Australia, Anglican Church of Australia) Executive Secretary, Youth, from 1 September 1993 (will complete 7 years' service)

Rev. Wesley Granberg-Michaelson (USA, Reformed Church in America) Executive Secretary, Environmental Issues, from 1 November 1992 (will complete 7 years' service)

Rev. Charles Harper (USA, Presbyterian Church [USA]) Executive Secretary, International Affairs, from 1 January 1993 (will complete 18 years' service)

Rev. Dr Rebecca Larson (Canada, Evangelical Lutheran Church in Canada), Executive Secretary, Education for JPIC, from 1 May 1993 (will complete 7 years' service)

Ms Elizabeth Salter (UK, Society of Friends [Quakers]), Executive Secretary, International Affairs, for one year from 1 September 1993 (will complete 4 years' service)

Rev. Robert Scott (New Zealand, Church of the Province of New Zealand [Anglican]), Executive Secretary, Racial Justice, for two years from 1 October 1993 (will complete 7 years' service)

Mr Robert van Drimmelen (Netherlands, The Reformed Churches in the Netherlands), Executive Secretary, Economic Issues, from 1 February 1993 (will complete 13 years' service)

UNIT IV

Dr Klaus Poser (Germany, EKD [United]) Executive Secretary (Convener Ad Interim) for two years and ten months from 1 February 1993 (will complete 9 years 10 months' service)

Rev. Myra Blyth (UK, Baptist Union of Great Britain) Executive Secretary for Europe (Associate Convener Ad Interim) for two years from 1 March 1993 (will complete 7 years' service)

Mr John Doom (French Polynesia, Evangelical Church of French Polynesia) Executive Secretary for the Pacific, for two years from 1 January 1993 (will complete 6 years' service)

Ms Brenda Fitzpatrick (Australia, Uniting Church in Australia) Executive Secretary for Communication, from 1 February 1993 (will complete 7 years' service)

Mr Samuel Isaac (India, Church of South India) Executive Secretary from 1 January 1993 (will complete 15 years' service)

Mr Nico Keulemans (Netherlands, Netherlands Reformed Church) Executive Secretary for Emergency and Rehabilitation, for two years from 1 November 1992 (will complete 12 years' service)

Mr Melaku Kifle (Ethiopia, Ethiopian Orthodox Church [Oriental]) Coordinator, Refugee and Migration Service, from 1 March 1993 (will complete 15 years' service)

Mr Abel Jeru Mbilinyi (Tanzania, Evangelical Lutheran Church in Tanzania) Executive Secretary for African Refugees, from 1 February 1993 (will complete 7 years' service)

Rev. Richard Murigande (Burundi, Methodist Church in Burundi), Executive Secretary for Africa, from 1 January 1994 (will complete 10 years' service)

Ms Marta Palma (Chile, Pentecostal Mission Church), Executive Secretary for Latin America and Caribbean, from 1 October 1993 (will complete 10 years' service)

Mr Lalashowi Swai (Tanzania, Evangelical Lutheran Church in Tanzania) Executive Secretary for Africa, for two years from 1 March 1993 (will complete 15 years' service)

GENERAL SECRETARIAT

Interreligious Relations

Rev. Dr Wesley Ariarajah (Sri Lanka, Methodist Church), Executive Secretary, for eight months from 1 January 1993 (will complete 12 years 8 months' service)

Rev. Hans Ucko (Sweden, Church of Sweden) Executive Secretary, from 1 September 1993 (will complete 7 years' service)

Library

Mr Pierre Beffa (Switzerland, Roman Catholic Church) Director, for two years from 1 July 1993 (will complete 29 years' service)

Communication Department

Mr Marlin VanElderen (USA, Christian Reformed Church in North America) Editor, One World, for two years from 1 October 1992 (will complete 12 years' service)

Mr Peter Williams (Denmark, Evangelical Lutheran Church of Denmark) Photographic/audio-visual services Coordinator, from 1 May 1993 (will complete 13 years' service)

Finance

Mr Hugh Pettingell (UK, Church of England [Anglican]) Comptroller, for two years from 1 February 1993 (will complete 15 years' service)

Computing and Information Services

Mr Armand Laurent (Switzerland, Swiss Protestant Church Federation) Supervisor, for two years from 1 March 1993 (will complete 18 years' service)

4) Vacancies

UNIT II

- Executive Secretary, Health and Healing
- Executive Secretary, Evangelism
- Executive Secretary, Bible Studies

GENERAL SECRETARIAT

Department of Communication
Inside the staff numbers, and after reviewing the needs in the light of developments related to ENS

Office of Income Coordination & Development
- Director

5) Information

DEPARTURES

UNIT II

Dr Dan Kaseje (Kenya, Church of the Province of Kenya [Anglican]) Executive Secretary, on 31 August 1992 (completed 3 years 7 months' service)

UNIT III

Rev. Canon Clement Janda (Sudan, Episcopal Church of the Sudan [Anglican]) Executive Secretary, on 31 July 1992 (completed 4 years 7 months' service)

Rev. Barney Pityana (South Africa, Church of the Province of Southern Africa [Anglican]), Executive Secretary, on 31 December 1992 (will complete 4 years 8 months' service)

UNIT IV

Mr Matthew Stevenson (UK, Church of Scotland), Finance Officer, on 31 August 1992 (completed 4 years 3 months' service)

GENERAL SECRETARIAT

Office of the General Secretary

Rev. Dr Emilio Castro (Uruguay, Evangelical Methodist Church in Uruguay), General Secretary, on 31 December 1992 (will complete 8 years' service)

Personnel Office

Ms Malena Wiehe (Germany, EKD [Lutheran]) Associate Director, on 31 January 1993 (will complete 36 years 9 months' service)

6) **Consultants**

a) It is reported that the following consultants were appointed by the General Secretary since the last Executive Committee meeting in March 1992:

UNIT III

Mr Daniel Ntoni-Nzinga (Angola, Evangelical Baptist) as Consultant on South Africa for one year from an agreed date.

UNIT IV

Ms Pamela Greet (Australia, Anglican Church of Australia) as Africa Drought Consultant, for six months from 1 July 1992.

Ms Margarita Banda (Argentina, Evangelical Methodist Church) ECLOF, for one year from 1 September 1992.

b) It is reported that the following consultant will leave the service of the World Council of Churches on the date indicated:

GENERAL SECRETARIAT

Church & Ecumenical Relations

Dr Donald Black (USA, Presbyterian Church USA) on 31 August 1992 (will complete 1 year 8 months' service)

In discussing proposed staffing appointments, a question was raised about whether the Council should name members of non-member churches to staff positions in grades 7-10. The General Secretary said that there had never been any policy decision stating that staff must belong to a member church, and the majority of support staff, for example, are Roman Catholic.

Dr Tolen felt that the Executive should give some attention to this question as far as programme staff are concerned.

The Executive Committee concluded its actions on Staffing and Nominations by **agreeing** to give power to the Officers to fill any urgent vacancies that must be filled prior to its next meeting in March 1993.

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At a special closed session on 26 August Dr Castro reported that, after brief discussions with the newly elected General Secretary, it was proposed that the closing dates for applications for the positions of executive directors be delayed until 31 December 1992.

J. Membership of Central Committee

Also at the closed session on 26 August, it was **agreed** to submit the following nominations for appointment to Central Committee in place of members who are no longer able to serve:

- Metropolitan Athanasios of Heliopolis and Theira, Ecumenical Patriarchate, to replace His All Holiness Patriarch Bartholomeos;
- Hegoumen Nestor Zhiliaev, Russian Orthodox Church, to replace Rev. Fr Yuri Avvakumov;
- Dr Elsie J. Philip, The Malankara Orthodox Syrian Church, India, to replace Prof. Mary Thomas.

11. REPORT OF THE FINANCE SUB-COMMITTEE

Ms Rantakari presented the report of the Finance Sub-committee.

1) **1991 Accounts**

Members of the Executive having received a copy of the Financial Report for 1991, Ms Rantakari pointed out that the 1991 accounts showed a surplus of SFr 1.151 million of income over expenditure for the year on the operating funds. There were some changes in

the presentation of the Balance Sheet, including the re-ordering of balances, to indicate the Council's Funds more clearly.

The Sub-Committee recommended and the Executive Committee **agreed**:

a) that the Financial Report and audited accounts for the year 1991 be accepted and forwarded to Central Committee for approval;
b) that the Central Committee be asked to re-appoint Klynveld Peat Marwick Goerdeler SA as Auditors for the 1992 accounts of the World Council of Churches.

2) **Seventh Assembly Accounts**

The Sub-committee had received the Assembly accounts as presented, noting that there was a balance of SFr 1,635,777 to be carried forward to the Eighth Assembly. It was suggested that the account be revised to show the actual surplus on the Seventh Assembly as SFr 857,059, the remainder of the balance being that brought forward from the Sixth Assembly.

In the Sub-committee's discussion, it was noted that there were many hidden assembly-related costs which do not show in the official accounts, such as items covered by member churches, by participants, by the local committee and by WCC programme budgets. It was decided that, when preparations for the Eighth Assembly begin, the financial lessons from Canberra should be taken into account. In particular, there must be clarity on the policy regarding travel subsidies, and member churches should be made aware of the financial arrangements and the need to budget well in advance for their delegates and contribution to the Assembly Fund.

In light of the balance available, the Sub-committee agreed to reduce the transfer to the Assembly Reserve in 1993 and to review the situation at its next meeting.

The Sub-Committee recommended and the Executive Committee **agreed**:

a) that the Seventh Assembly accounts be accepted and forwarded to the Central Committee for approval; (see Appendix to CC minutes)
b) that the transfer to Assembly Reserve in 1993 be reduced from SFr 400,000 to SFr 100,000 and that the amount of the transfer be reviewed by the Finance Sub-committee in March 1993 in light of decisions taken regarding the Eighth Assembly.

3) **1993 Budget**

The Sub-committee considered the revised budget for 1993, the reports of the Comptroller and Assistant General Secretary, and the comments made in plenary indicating a projected shortfall of SFr 458,886. The Committee reiterated the principle that balanced budgets should be the objective, but recognised the difficulties in estimating assured income so long in advance.

The Sub-committee gave consideration to the problems regarding shortage of undesignated income (UDI) and complaints about high shared costs. The Moderator has proposed a Finance Seminar bringing together representatives of the Sub-committee, the Finance staff, the new General Secretary and Executive Directors with a view to formulating policies for the next Central Committee in March 1994 (see also item 19).

The Sub-committee recommended and the Executive **agreed**:

a) that the revised budget for 1993 be accepted and forwarded to the Central Committee for approval on the understanding that additional income and savings in expenditure will cover the anticipated shortfall, but that, if this does not happen, the Executive Committee would take steps during 1993 to ensure there is no deficit at the end of the year; (see Appendix to CC minutes)
b) that the Finance Sub-committee be instructed to review the 1993 budget at its meetings in March and September 1993 and to recommend such action as seems appropriate to ensure that there is no deficit in operating funds during that year.

4) **1994 Budget**

The Sub-committee noted the preliminary budget for 1994 showing an anticipated deficit of SFr 2,824,371, recognising that this was likely to be considerably reduced before a final budget is presented in a year's time. The shortfall does not fall evenly over the Units (5% in Unit IV, 20% in Unit I); UDI comes solely from church sources. Some members felt that steps should be taken now to determine which services and activities should be cut if the budget gap cannot be bridged. While Units should prioritise within their own programmes, there needs to be a House-wide mechanism for making priority decisions.

The Sub-committee recommended and the Executive **agreed**:

a) that the Central Committee be asked to note the preliminary budget for 1994; (see Appendix to CC minutes)
b) that the Finance Sub-committee be instructed to prepare a revised budget for 1994 for consideration by the Executive Committee in September 1993;
c) that the Finance Sub-committee be asked to recommend such action as seems necessary to ensure that there is no deficit in operating funds during that year.

5) **Salaries Policy**

This report had been introduced by the General Secretary in plenary session, and there was a full discussion. While it was accepted that cost of living increases should be maintained if possible, the "step increases" did not appear to be the best way forward. The Sub-committee felt that neither the present nor the proposed policy were in the best interests of the Council and members were unable to accept the changes suggested. There was

uneasiness at the idea of using the 1% increase for discretionary payments, though this was accepted for one year.

The General Secretary explained to the Executive his concern about the number of staff who have reached step 10 (i.e. the top step) in their grade. The periodic seniority supplement which they receive is not at present pensionable, and he wished to have this situation corrected.

The Sub-committee recommended and the Executive **agreed**, with some amendment to the text of recommendation b), that:

a) current rules and procedures regarding "cost of living increases" (staff regulation III 1.02) should remain in force to protect the level of staff remuneration against Swiss inflation;
b) the existing grading and "step increase" policy should remain in place for two more years only (1993 and 1994) and the General Secretary should be asked to institute an external, professional review of the whole WCC remuneration system. A new scheme should be submitted to the Committee for approval by March 1994 for implementation in 1995;
c) the 1% increase in annual income, introduced three years ago to bring staff salaries in line with Geneva rates, will be suspended in 1993 (the amount saved to be placed in a discretionary fund to enable the General Secretary to support social and pastoral cases);
d) a recommendation on future policy on this matter should be brought to the Executive Committee in September 1993.

6) **Income Development Strategy - "Providing the Resources"**

This paper had been discussed by the Executive in plenary.
The Sub-committee recommended and the Executive Committee **agreed**

to receive the Income Strategy paper "Providing the Resources" and submit it to the Finance Committee of Central Committee for presentation to Central Committee.

7) **Ecumenical Development Initiative in the USA (EDI)**

The General Secretary had presented this proposal in the plenary session and Dr A.M. Pennybacker had described developments in the USA and the preparations for the EDI (see pp.2-3). He elaborated further to the Sub-committee.

The Sub-committee recommended and the Executive Committee **agreed**:

to approve the proposals for the Ecumenical Development Initiative in the USA as put forward by the General Secretary, wishing the staff and EDI Committee well in this joint venture with the NCCCUSA and asking to be kept regularly informed of progress.

8) **Office of Income Coordination and Development (OICD)**

The Director of OICD had reported in plenary on donor trends, consultations with present donors and income development initiatives.

9) **Special Funding**

i) Ecumenical Global Gathering of Youth & Students (EGGYS): It was reported that, against an expenses budget of SFr 3,791,000 the amount still needed was SFr 631,000. Neither The Netherlands nor the UK had responded so far, but otherwise response had been encouraging. In considering the request that SFr 50,000 be transferred from the Unit III budget to EGGYS in 1992 and 1993, the Sub-committee noted the difficulty involved in modifying the budgets, given the fact that they are not balanced. It further noted the assurance that, in the event of Unit III being in surplus in these years, it has expressed willingness to make such transfers. The Youth Coordinator has indicated that the number of participants would be revised downwards if income does not match budgeted expenditure.

ii) Faith & Order World Conference: A revised budget for this event indicated increased expenses to SFr 1.65 million of which SFr 675,000 remains to be secured. The organising staff are confident that the remaining amount will be covered and indicate that further contributions anticipated amount to SFr 510,000.

iii) Mid-Decade, Churches in Solidarity with Women: Out of a total expenses budget of SFr 835,000 a sum of SFr 450,000 remains to be secured. Active steps are being taken to generate this funding.

iv) National Councils of Churches Meeting: A budget for this event, to take place in Hong Kong, 10-18 February 1993, was presented indicating total expenses of SFr 314,000. There would be income from fees of SFr 30,000, but so far no firm pledges had been received by the NCCs and the expected Vatican contribution was not yet assured. It was noted that the WCC was being asked to contribute SFr 40,000.

The Sub-committee recommended and the Executive **agreed**:

a) to approve the revised budget for the Faith and Order World Conference of SFr 1.65 million and to increase the approved level of Special Funding to SFr 1.3 million.
b) to take note of the budget for the proposed NCCs meeting in Hong Kong in 1993 and to authorise a WCC contribution of SFr 40,000; it asked the Staff Executive Group (SEG) to consider how this contribution can be provided.

10) **Income Development Fund (IDF)**

The Sub-committee considered the report on the Income Development Fund and the request that part of this fund be set aside as a

"General Secretary's Programme Discretionary Fund". In view of the proposed review of all WCC funds and the forthcoming change in General Secretary, it was felt that this request should be deferred until the next meeting. In the meantime the mandate to use the Fund to support income development should be extended.

Dr Castro expressed some concern about the delay in implementing the use of this fund, but Ms Rantakari explained that although the basic intention was to be able to react when a situation is acute, a review of all present funding systems is planned. With prioritising still underway and in view of the difficulties experienced in achieving balanced budgets, the Sub-committee would prefer to have clarity on the overall situation before deciding on any policy about this proposed Income Development Fund.

In response to a question from Dr Tolen, the General Secretary assured him that such a fund would be used only in consultation with the Officers and with the Executive Committee; it was intended to provide the General Secretary with the capacity to respond to new possibilities and test them out prior to deciding whether or not they might become programmes.

The Sub-committee recommended and the Executive **agreed** that:

a) the request that a sum of US $ 500,000 be transferred from the "Income Development Fund" (formerly the Exchange Difference 1978 Fund) to a new "General Secretary's Programme Discretionary Fund", be deferred until the next meeting when it was hoped that a review of all WCC Funds would be available;
b) the "Income Development Fund" continue to be available at the discretion of the General Secretary for income development purposes up to a maximum of US $ 250,000 a year;
c) a summary of the expenditure on this account be submitted to the Finance Sub-committee each year.

11) **Audit Committee**

The Sub-committee received the report of the Audit Committee, and encouraged the financial staff of the Council to pursue suggestions for the review of project and trust funds, a simplified and clearer presentation of the accounts and a closer control of financial transactions. It noted that many items raised by the auditors had already been put into effect. It thanked the Audit Committee for its work and asked to be kept informed of developments.

12) **Investment Advisory Group (IAG)**

The Sub-committee received the report of the Investment Advisory Group, noting the comments on the performance of the investment portfolios and the suggested change in the Investment Policy Guidelines regarding currency mix. It expressed appreciation for their advice and assistance.

The Sub-committee recommended and the Executive **agreed**:

a) that paragraph 4 of the Investment Policy Guidelines (approved by the Executive Committee in March 1992) be amended as follows:

"4. CURRENCY MIX

Since the Swiss franc is the main operating currency of the Council, performance will be measured in terms of the Swiss franc. However, a currency mix is desirable up to the limits set by the law for the Retirement Fund. For General and Endowment Funds not more than 40% of the portfolio should be held in non-EEC and EFTA currencies. Hedging is permitted at the discretion of the managers."

13) **Currency Management and Exchange Control**

The Finance Sub-committee had agreed at its meeting in March 1992 to the adoption of fixed exchange rates for a period of three years from 1 January 1993 and noted with interest the recommendations of the Investment Advisory Group that the US $ should be taken at a rate of SFr 1.6 and the DM at a rate of SFr 0.92 for this period. The Sub-committee was made aware of the hesitations of some staff to the apparently unrealistically high rates proposed, but also of their strong desire to stabilise exchange rates for budgetary purposes. Since the rates taken for budget purposes so far in 1992, 1993 and 1994 were $ = SFr 1.5, DM = Sfr 0.90, the Sub-committee felt it would be wise to confirm these rates for a period of three years from 1 January 1993.

The Sub-committee recommended and the Executive **agreed**:

a) to approve the adoption of fixed exchange rates of SFr 1.5 for the US $ and SFr 0.90 for the DM for three years from 1 January 1993 for budget purposes, subject to the detailed arrangements recommended by the IAG for the administration of a fixed exchange rate policy;
b) that the Finance Sub-committee keep the scheme under careful scrutiny and report any problems to the Executive Committee, reviewing the working of the arrangement when considering the budgets for 1994 and 1995.

14) **The Ecumenical Institute, Bossey**

The Sub-committee received reports from staff regarding the property at Bossey, including problems regarding the maintenance of the historic château and the proposal for the development of the old barn at Petit-Bossey as a research and study centre for theological scholars. After discussion, it seemed clear that Bossey needs a full funding package or endowment to ensure the proper care of the existing buildings, the new barn conversion project and the provision of scholarships. There were already some suggestions for funding, and the staff of Bossey, Unit I and

OICD were encouraged to explore possibilities and develop a plan for the next meeting.

Metropolitan Daniel asked for more details about the proposed "research and study centre"; Bossey is itself a centre and he wished for more clarity about what was envisaged. Dr Nicole explained that, according to the bylaws, research work is one of Bossey's tasks, but this has never been feasible because it does require quiet surroundings. The plan is to give space to some 20 scholars from all over the world to work individually and also to interact on each other's work. Until now there has been no space for researchers among the other activities of the Institute.

The Sub-committee recommended that:

a) the Executive Committee **note** the report on the property at Bossey and in particular the proposal for the conversion of the old barn at Petit-Bossey as a research and study centre for theological scholars;
b) Bossey and Unit I staff be encouraged to pursue the idea of development of the old barn on the lines proposed, to develop the concept further and to seek funding for the capital development and the revenue support and endowment of the project in consultation with OICD, reporting progress to the Executive Committee as soon as possible;
c) the maintenance needs of the existing property and the provision of scholarships be considered alongside the barn conversion project as part of an overall funding package.

The Executive Committee **agreed.**

15) **Apartment Building Project**

The Sub-committee noted that progress was being made with plans for the apartment building project, consent to build was expected soon, and tenders would then be sought with a view to starting construction in October.

16) **Exchange of Land Proposal**

The Sub-committee noted the approach by the Canton de Genève asking for the exchange of a part of the Ecumenical Centre site for another adjacent parcel on an equal exchange basis. Having noted the implications of this transaction, the Sub-committee felt unable to recommend the proposed deal at the present time and suggested that further information should be sought and negotiations take place with the assistance of professional advisers. If necessary any exchange should be delayed until the Canton has a firm proposal for development so that the value of the land in question can be quantified.

The Sub-committee recommended that:

a) the Executive Committee **note** the request of the Canton de Genève for an exchange of parcels of land on the site of the Ecumenical Centre without consideration;
b) the Executive Committee **authorise** the General Secretary to negotiate further with the Cantonal authorities to protect the interests of the Council and to ensure that the Council benefits from the enhanced value of any site exchanged with the Canton if it is developed.

The Executive Committee **agreed**.

17) **Retirement Fund matters**

The Sub-committee received a verbal report on the Retirement Fund. The Retirement Fund Board would meet on Saturday 22 August, when it would be asked to authorise payment of up to SFr 60,000 for the cost of a staff person to service the pensions side of the work in view of the Council's difficult financial situation. Proposals for enhancing the value of pensions and eliminating inconsistencies are under consideration. Any proposal requiring further contributions from the Council would be referred to the Finance Sub-committee.

18) **Roles of the Finance Committees**

There appears to be considerable overlap between the roles of the Finance Sub-committee of the Executive Committee and the Finance Committee of the Central Committee, and proposals have been considered for a "division of labour" so that duplication of effort is reduced insofar as possible. In summary, the Central Committee (and therefore its Finance Committee) has several functions:

i) to approve the Financial Report and Accounts of the Council
ii) to appoint or re-appoint the Auditors, and
iii) to decide on major matters of financial policy.

The Executive Committee and its Finance Sub-committee have two financial tasks:

i) to deal with more detailed matters and those matters delegated to it on behalf of Central Committee, and to take action on these;
ii) to act on behalf of Central Committee between meetings of that Committee and in matters of great importance and urgency.

In order to avoid duplication and to make the best use of the experience and skills of the members, the agendas of the two Finance Committees are being planned accordingly, and a paper setting out these matters is being referred to the Finance Committee of Central Committee for its approval.

The Sub-committee recommended and the Executive **agreed**:

to refer the paper on the Roles of the Finance Committees to the Finance Committee of Central Committee for its consideration and approval.

19) **Future Work**

It is clear that, while a good deal of progress has been made during the past year, there are still some fundamental policy issues to be considered, clarified and implemented. The Sub-committee concluded that the SEG should be asked to give urgent consideration to three such issues:

i) the review of project, trust and other funds, so that all the Council's resources are clearly tabulated and taken into account in determining budgetary and accounting policies;
ii) the question of what are costs which can be fairly shared or redistributed and how these should be budgeted and controlled;
iii) how the Council's UDI should be used and what criteria should be employed in allocating UDI to Units.

Such matters as how to provide for the maintenance of the Council's property (e.g. in view of the report on the Bossey property) and how to help UDI-dependent sectors in the transition to self-sufficiency should be considered.

The SEG should report to the Finance Sub-committee in March 1993. These matters should then be discussed at the Finance Seminar proposed for mid-1993 (see also item 3 above) when new Executive Directors are in post. A policy statement on these matters should then be approved by the Finance Sub-committee and presented to the Finance Committee of Central Committee in March 1994.

The Sub-committee recommended and the Executive Committee **agreed:**

a) to instruct the SEG to undertake an urgent review of all the Council's funds, shared or re-distributed costs and the criteria for the use of UDI and report to the Finance Sub-committee of the Executive Committee in March 1994;
b) that the Finance Sub-committee hold a Finance Seminar in mid-1993 to include members of the Finance Sub-committee, the new General Secretary, Executive Directors and Finance staff;
c) that a policy statement be drawn up and presented to the Finance Sub-committee for consideration in September 1993 and then submitted to the Finance Committee of Central Committee for approval in March 1994.

20) **Cooperation with Fraternal Organisations**

Although some discussions have taken place, there seems little enthusiasm on the part of other organisations to consider anything but minor areas of cooperation at this time. It seems that they are waiting until they see which direction the new leadership of the WCC will take.

12. PROPOSAL ON BALANCED REPRESENTATION

Dr Tolen presented the following text:

> The necessity of balanced representation within bodies of the World Council of Churches aims at securing the participation of all in decision-making. This must avoid appearing as "tokenism". To make such balances feasible, it is necessary to apply this to a meaningful number of positions or seats.
>
> Concerning the WCC staff, and without minimising the importance of overall balance, it is proposed that priority attention be given to securing balanced representation among the members of the Staff Executive Group (SEG), comprising about 14 persons. Such a commitment should take into account the following factors:
>
> - competence and leadership ability;
> - geographical origin
> - age
> - gender;
> - confession
> - language.
>
> It would be feasible to reflect such balances within the overall composition of the SEG.
>
> If this is approved, it may be necessary to reconsider the timing of different appointments of staff who would serve in this capacity.

The General Secretary pointed out that there is already agreement that the four executive directors will provide a balance among themselves (at least 2 women and one Orthodox). He felt that the imbalance comes because of the number of staff who are currently ad hoc members of SEG.

Ms Best asked whether the group of four persons representing the units, in addition to the executive directors, would be included or not. This could cause difficulties with the overall balances.

Dr Tolen said he was not asking that everything be changed, but simply seeking a commitment to the intention to achieve a proper balance in decision-making groups.

The Executive **agreed** to the proposal, Ms Best abstaining.

13. EVALUATION OF WORKING STYLE

In evaluating this way of working, some members expressed the wish to retain the practice of discussing programme matters in plenary, but they also found it helpful that the Sub-committee dealt with the details of wording the recommendations. It was suggested that perhaps this group should be reduced in number.

The Executive Committee **agreed** that there continue to be a small Programme Sub-committee provided that programme matters were discussed in plenary beforehand.

Dr Kaessmann proposed that there be a Public Issues Committee of the Executive to enable more time to be given to these matters. No action was taken on the proposal.

14. CLOSING ACTIONS

The Moderator, Archbishop Keshishian, expressed thanks to the Director of Bossey, to the administrative and kitchen staff and to the Blue Angels for their hospitality and welcome. He thanked staff for their work in preparing the meeting and seeing that it ran smoothly. He also thanked Ms Zierl and Ms Green for taking care of the administration and minute writing respectively.

Bishop Vinton Anderson closed with prayer, and the Executive Committee meeting adjourned at 12.45 hrs.

APPENDIX I

ATTENDANCE

Presidents:	Prof. Dr Anna-Marie Aagaard Bishop Vinton Anderson Bishop Leslie Boseto Mrs Priyanka Mendis His Holiness Pope Shenouda Dr Aaron Tolen
Officers:	Archbishop Aram Keshishian (Moderator) Ephorus Dr Soritua Nababan (Vice-Moderator) Pastora Nélida Ritchie (Vice-Moderator) Rev. Dr Emilio Castro (General Secretary)
Members:	Ms Marion Best Mr John Briggs Metr. Daniel of Moldavia and Bukovina Ms Beatrice Danquah Ms Virginia Gcabashe Rt Rev. Drexel Gomez Rev. Dr Margot Kaessmann Metr. Kirill of Smolensk Very Rev. Leonid Kishkovsky Ms Maryssa Mapanao Rt Rev. Dr J. Henry Okullu Ms Birgitta Rantakari Bishop Melvin G. Talbert Rt Rev. Dr Zacharias Mar Theophilus
Substitute	Gr.Prot. Dr Georges Tsetsis
Consultant:	Rev. Georgij Gontcharov
Guest:	Rev. Joan Campbell
Staff:	Rev. Dr Wesley Ariarajah Mr Huibert van Beek Ms Midge Béguin-Austin Rev. Myra Blyth Prof. Ion Bria Rev. Michael Davies Rev. Christopher Duraisingh Rev. Dr Günther Gassmann Fr T. K. George Ms Aruna Gnanadason Rev. Charles Harper Mr Jan Kok Mr John McVie Mr Michel Monjol Dr Jacques Nicole

	Ms Mercy Amba Oduyoye
	Mr Oh Jae Shik
	Rev. Ofelia Ortega
	Rev. Hugh Pettingell
	Rev. Nyameko Barney Pityana
	Dr Klaus Poser
	Mr Günter Rath
	Prof. Todor Sabev
	Ms Elizabeth Salter
	Rev. Carlos Sintado
	Rev. Beate Stierle
EDI Staff	Dr A. Pennybacker
EGGYS Staff	Rev. M. Quintero
Interpreter:	Mr Mstislav Voskressensky
Minute-writer:	Ms Rosemary Green
Administration:	Ms Ursula Zierl

Apologies for absence:

Presidents:	His Beatitude Patriarch Parthenios
	Rev. Eunice Santana
Member:	His All Holiness Patriarch Bartholomeos

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Sub-committee on Staffing and Nominations

Ephorus Dr Soritua Nababan	Moderator
Mr John Briggs	
Ms Virginia Gcabashe	
Bishop Drexel Gomez	
Dr Margot Kaessmann	
Metr. Kirill of Smolensk	
His Beatitude Parthenios	(absent)

Sub-committee on Finance

Ms Birgitta Rantakari	Moderator
Prof. Anne-Marie Aagaard	
Bishop Vinton Anderson	
Very Rev. Leonid Kishkovsky	
Ms Maryssa Mapanao	
Bishop Henry Okullu	
Rev. Eunice Santana	(absent)
Bishop Melvin Talbert	

Sub-committee on Programme

Rev. Nélida Ritchie	Moderator
Ms Marion Best	Acting Moderator
Bishop Leslie Boseto	
Metr. Daniel of Moldavia	
Ms Beatrice Danquah	
Ms Priyanka Mendis	
H.H. Pope Shenouda	(absent)
Dr Aaron Tolen	
Gr.Pr. Georges Tsetsis	
Bishop Zacharias Mar Theophilos	

APPENDIX III

SPECIAL FUND APPLICATIONS 1992

I. GROUPS OF THE RACIALLY OPPRESSED

		US$
ASIA & PACIFIC		
Aotearoa/New Zealand		
NFIP/Nuclear-Free and Independent Pacific Concerns Resource Centre *	7,000	
Australia		
Trade Union Committee for Aboriginal Rights (TUCAR)	5,000	
India		
Dalit Sahitya Akademy *	3,500	15,500
EUROPE		
Czechoslovakia		
Council of Gypsy Entrepreneurs	2,500	
France		
Committee Against Double Punishment	7,500	
Netherlands		
National Organization of Surinam Women (LOSV) *	5,000	
United Kingdom		
Anti-Racist Alliance	10,000	
Newham Asian Women's Project	9,000	
Southall Monitoring Group *	5,000	39,000
LATIN AMERICA		
Brazil		
Agentes de Pastoral Negros	10,000	
Colectivo de Mulheres Negras da Baixada Santista *	15,000	
GRUMIN--Grupo Mulher/Educaçao Indigena *	10,000	
Grupo Grito de Liberdade *	5,000	
Sociedade Cultural Missoes Quilombo	5,000	
Peru		
Federación de Mujeres del Distrito Sur Andino Inka	3,000	48,000
to carry forward		102,500

		US$
brought forward		102,500
NORTH AMERICA		
USA		
Center for the Study of Harassment of African Americans *	8,000	
December 12th Movement/Black Consciousness Movement *	10,000	
Hawaii Ecumenical Coalition *	7,000	
Ili Noho Kai O Anahola	5,000	
North Carolina Indian Cultural Center	10,000	
Tate Topa Native American Center	10,000	50,000
Total Requests of 21 Racially Oppressed Groups		152,500

II SUPPORT GROUPS

		US$
EUROPE		
Germany		
Anti-Apartheid-Bewegung (AAB) * and Informationsstelle Südliches Afrika (ISSA) *	4,000	
United Kingdom		
Independent Immigration Support Programme	2,500	6,500
LATIN AMERICA		
Brazil		
Comissao Ecuménica Nacional de Combate ao Racismo * (CENACORA/CONIC)		26,500
NORTH AMERICA		
Canada		
Leonard Peltier Defense Committee (Canada) *	5,000	
USA		
American Committee on Africa (ACOA) *	2,000	
Concilio Puertorriqueño contra el Racismo *	4,000	
Honor Our Neighbors Origins and Rights, Inc. (HONOR) *	4,000	
Southern Organizing Committee for Social & Economic Justice (SOC) *	5,000	20,000
Total requests of 8 Support Groups		53,000

TOTAL GRANTS 1992 US$ 205,500

CRITERIA FOR THE WCC SPECIAL FUND TO COMBAT RACISM

(as adopted by the WCC Central Committee in 1969
and reconfirmed with minor verbal changes in 1976)

1. The purpose of the organization must not be in conflict with the general purposes of the WCC and its units, and the grants are to be used for humanitarian activities (i.e., social, health and educational purposes, legal aid, etc.).

2. The proceeds of the Fund shall be used to support organizations that combat racism, rather than welfare organizations that alleviate the effects of racism and which would normally be eligible for support from other units of the World Council of Churches.

3. a) The focus of the grants should be on raising the level of awareness and on strengthening the organizational capability of the racially oppressed People.

   b) In addition, we recognize the need to support organizations that align themselves with the victims of racial injustice and pursue the same objectives.

4. The grants are made without control of the manner in which they are spent, and are intended as an expression of commitment by PCR to the cause of economic, social and political justice, which these organizations promote.

5. a) The situation in Southern Africa is recognized as a priority due to the overt and intensive nature of white racism and the increasing awareness on the part of the oppressed in their struggle for liberation.

   b) In the selection of other areas we have taken account of those places where the struggle is most intense and where a grant might make a substantial contribution to the process of liberation, particularly where racial groups are in imminent danger of being physically or culturally exterminated.

   c) In considering applications from organizations in countries of white affluent majorities, we have taken note only of those where political involvement precludes help from other sources.

6. Grants should be made with due regard to where they can have the maximum effect: token grants should not be made unless there is a possibility of eliciting a substantial response from other organizations.